



## DEPARTMENT OF HEALTH CARE SERVICES CAREER EXECUTIVE ASSIGNMENT EXAMINATION ANNOUNCEMENT

California State Government supports equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, medical condition or pregnancy. It is an objective of the State of California to achieve a drug-free work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing Civil Service, and the special trust placed in public servants.

<b>DEPARTMENT:</b>	DEPARTMENT OF HEALTH CARE SERVICES	<b>RELEASE DATE:</b>	Monday, July 27, 2009
<b>POSITION TITLE:</b>	Chief, Medi-Cal Managed Care Division (Position pending DPA and SPB approval)	<b>FINAL FILING DATE:</b>	Monday, August 17, 2009
<b>CEA LEVEL:</b>	CEA 3	<b>EXTENDED FINAL FILING DATE:</b>	
<b>SALARY RANGE:</b>	\$ 8,594.00 - \$ 9,476.00 / Month	<b>BULLETIN ID:</b>	07202009_1

### POSITION DESCRIPTION

Under the direction of the Deputy Director, Health Care Operations, the Chief, Medi-Cal Managed Care Division (MMCD) is responsible for planning, organizing, implementing, monitoring and evaluating the Department of Health Care Services' (DHCS) managed care health delivery systems throughout the State. MMCD contracts for health care services for approximately 3.5 million Medi-Cal beneficiaries in 25 counties through established networks of organized systems of care which focus on primary and preventive care. The Chief manages a staff of approximately 155 engaged in a variety of activities related to the oversight of the Medi-Cal managed care program and implementation of the Department's plan for expanding Medi-Cal Managed Care. The Chief is responsible for actively pursuing legislation, appropriations and federal waivers to achieve program goals and objectives. In addition, the Chief must conduct ongoing consultation and coordination with Federal and State agencies and government officials, managed care health plans, provider and beneficiary representatives, county health departments, local health initiatives, health industry professional associations, and DHCS programs.

### MINIMUM QUALIFICATIONS

Applicants must meet the following minimum qualifications:

#### Either I

Must be a State civil service employee with permanent civil service status or who previously had permanent status in the State civil service.

#### Or II

Must be a current or former employee of the Legislature, with two or more consecutive years as

defined in Government code § 18990.

**Or III**

Must be a current or former non-elected exempt employee of the Executive Branch with two or more consecutive years (excluding those positions for which salaries are set by statute) as defined in Government Code § 18992.

**Or IV**

Must be a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code § 18991.

**KNOWLEDGE AND ABILITIES**

Applicants must demonstrate the ability to perform high administrative and policy – influencing functions effectively. Such overall ability requires possession of most of the following more specific knowledge and abilities:

(1) Knowledge of the organization and functions of California State Government including the organization and practices of the Legislature and the Executive Branch; principles, practices, and trends of public administration, organization, and management; techniques of organizing and motivating groups; program development and evaluation; methods of administrative problem solving; principles and practices of policy formulation and development; and personnel management techniques; the department's or agency's Equal Employment Opportunity Program objectives; and a manager's role in the Equal Employment Opportunity Program.

(2) Ability to plan, organize, and direct the work of multidisciplinary professional and administrative staff; analyze administrative policies, organization, procedures and practices; integrate the activities of a diverse program to attain common goals; gain the confidence and support of top level administrators and advise them on a wide range of administrative matters; develop cooperative working relationships with representatives of all levels of government, the public, and the Legislature and Executive branches; analyze complex problems and recommend effective courses of action; and prepare and review reports; and effectively contribute to the department's or agency's Equal Employment Opportunity objectives.

These knowledge and abilities are expected to be obtained from the following kinds of experience with substantial participation in the formulation, operation and/or evaluation of program policies (experience may have been paid or volunteer; in State service, other government settings, or in a private organization):

**CEA Level 1.** Supervisory/administrative experience in a line or staff activity, including the execution and/or evaluation of program policies.

**CEA Levels 2 and 3.** Broad administrative or program manager experience with substantial participation in the formulation, operation, and/or evaluation of program policies.

**CEA Levels 4 and 5.** Extensive managerial and program administrative experience which has included substantial responsibility for a combination of management functions such as program planning; policy formulation; organization coordination and control; and fiscal and personnel management. Where high technical professional qualifications are of primary importance in performing the duties of a given CEA position, then the above required experience may have been in a staff capacity exercising professional skills to influence and contribute to program, policy, and methods of providing those professional services. Primary examples are medical doctors and attorneys.

### **DESIRABLE QUALIFICATION(S)**

- Knowledge of health care programs.
- Knowledge of the organization of the California State Administration.
- Knowledge of the State's Medi-Cal program.
- Knowledge of State budget and financial management processes.
- Knowledge of the State's managed care health delivery systems.
- Ability to work successfully with persons at high levels of government, managed care provider and beneficiary representatives and advocates, county health departments and local health initiatives, and health industry professional associations.
- Ability to analyze complex program implementation problems and develop effective courses of action to solve them.
- Ability to serve as a leader in implementing statewide healthcare reform.

### **DESIRABLE CHARACTERISTICS**

**Creativity and Innovation** - Applies new ways of thinking. Has the ability to solve problems, create new ideas, and develop new approaches to achieve the Department's mission.

**Vision** - Understands the context and mission of the Department both internal and external. Has an awareness of the Department's critical issues, anticipates and influences the future. Has the ability to organize for success; understands how to facilitate functional needs and structure to achieve strategic plans.

**Credibility and Integrity** - Understands internal and external customers and has a true desire to build credibility. Has a personal compass composed of clear principles and the flexibility to balance between literal adherence to rules and the use of policy as a guide. Has the ability to make decisions and be accountable for those decisions.

**Teamwork** - Cooperates to achieve the Department's mission, goals, and values and encourages diversity of opinions. Has the ability to enhance his/her own ability and the ability of others to contribute.

**Communication** - Has a clear expression of ideas, thoughts and expectations and is an active and empathic listener. Understands that people process information differently; takes initiative to build relationships; understands cultural differences.

**Staff Development** - Recognizes that people are the Department's most valuable resource. Can identify and define needs of the Department, attract appropriate candidates, evaluate, and select the

most qualified. Takes the time to develop and encourage staff to achieve their true potential.

In addition, to best serve both our internal and external customers, it is important that our management team understands and is sensitive to the diversity of the people we serve. The composition of our management team should also reflect diversity.

## EXAMINATION INFORMATION

A minimum rating of 70% must be attained to obtain list eligibility. Hiring interviews may be conducted with the most qualified candidates. All candidates will receive written notification of their examination results. The result of this examination will be used only to fill the position of **Chief, Medi-Cal Managed Care Division (Position pending DPA and SPB approval)**, with the **DEPARTMENT OF HEALTH CARE SERVICES**. Applications will be retained for twelve months.

*The results of this examination will be used only to fill this position.*

The examination process will consist of a Supplemental Application. Applicants are required to respond to the following five supplemental items. These supplemental items are designed to identify job achievement in specific areas that demonstrate ability to successfully perform at the CEA level. Responses to the supplemental items will be assessed based on pre-determined job-related rating criteria. In appraising the relative qualifications of candidates, consideration will be given to the extent and type of pertinent experience and education over and above that required under the minimum qualifications.

Each applicant for this examination must complete and submit his/her responses to all five supplemental items that follow. Supplemental responses and your application must be postmarked, personally delivered, or received via interoffice mail by the final filing date. Applications received without responses to the supplemental items will be rejected.

When responding to the supplemental items, please follow these guidelines:

- Your responses must be typewritten or generated by word processing on 8 1/2" x 11" paper.
- Your responses must be limited to one page per item.
- Identify each page with your full name.
- Make sure your responses are complete, specific, clear, and concise.
- Answer each numbered item separately indicating the corresponding item number for each response.

## SUPPLEMENTAL APPLICATION ITEMS:

1. Describe and provide examples of your leadership ability, including techniques of organizing and motivating groups and/or employees.
2. Describe your knowledge of the principles and practices of public administration, organization, and management. Include in your response experience in developing health policies and programs and provide specific examples.
3. Describe your experience working with the California legislative and budgetary processes, State control agencies, and other governmental entities that are necessary for effective program development, implementation, and administration.

4. Describe your experience and provide examples that demonstrate your ability to analyze complex problems and recommend effective courses of action.
5. Describe your experience in the health care field (state, federal, and/or private sector), especially any experience in managed care. Please provide specific examples.

### **FILING INSTRUCTIONS**

Application packages postmarked, personally delivered, or received via interoffice mail after 5:00 p.m. on the final filing date will not be accepted. Application packages must include two copies of the items listed below.

#### **Interested applicants must submit:**

- A completed Standard State Application (Form 678).
- Responses to the five supplemental items listed above.

#### **Applications must be submitted by the final filing date to:**

DEPARTMENT OF HEALTH CARE SERVICES, Human Resources Branch  
P.O. Box 997411 M.S. 1301, Sacramento, CA 95899-7411  
Lisa Jeffers | (916) 552-8351 | [lisa.jeffers@dhcs.ca.gov](mailto:lisa.jeffers@dhcs.ca.gov)

### **ADDITIONAL INFORMATION**

Application packages may also be hand-delivered to: Department of Health Care Services, Human Resources Branch, 1501 Capitol Avenue, Suite 71.1501, Sacramento, CA.

Questions regarding the examination process should be directed to Lisa Jeffers at [lisa.jeffers@dhcs.ca.gov](mailto:lisa.jeffers@dhcs.ca.gov) or at (916) 552-8351.

Questions regarding the position should be directed to Kathleen Hopper at [kathleen.hopper@dhcs.ca.gov](mailto:kathleen.hopper@dhcs.ca.gov) or at (916) 440-7870.

### **SPECIAL TESTING**

If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application." You will be contacted to make specific arrangements.

### **GENERAL INFORMATION**

If you meet the requirements stated in this bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of others who take this test, and all candidates who pass will be ranked according to their scores.

The DEPARTMENT OF HEALTH CARE SERVICES reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others.

**Class specs:** <http://www.dpa.ca.gov/textdocs/specs/s7/s7500.txt>